

RESEARCH SEMINAR



**January 21, 12:00pm -
12:45pm**

Virtual: Zoom



Dionne Pohler

**Associate Professor
Human Resources and
Organizational Behaviour**

The Relationship Between Government Policies and Organizational Outcomes During COVID-19

*Dionne Pohler (University of Saskatchewan)
Alycia Damp and Shannon Potter (University of Toronto)*

Abstract: We undertake a data-driven exploration of the impact COVID-19 had on organizations by analyzing closed and open-ended survey responses collected from a large representative panel of Canadian business owners, senior leaders, and managers at four different time points during the pandemic. We document the primary concerns expressed by different organizational leaders, how their organizations were impacted, and how their organizations responded and adapted to the crisis. Some organizations struggled to survive, while others were relatively unaffected or even thrived. Many organizational leaders identified ineffective government management of the crisis as a primary concern, though businesses that were unaffected or thrived viewed government actions more favourably. We rely on institutional knowledge of government restrictions and supports, as well as several different data analytic methods, to develop an inductive theoretical model of the relationship between government policies and organizational outcomes and responses to COVID-19. Theoretical implications for organizational research on extreme crisis contexts as well as practical implications for governments and organizations to consider in managing future crises are discussed.

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